



Goddard Space Flight Center's Colloquia Series

What's Your Partnering Quotient? Presented by:

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Why take the Partnering Quotient Assessment?

- Provides insights into one's PQ
- Identifies strengths and weaknesses
- Generates awareness and identifies attributes
- Develop a Team Profile
- Creates a common language / process
- Identifies team strengths and weaknesses
- Building blocks for improvement



Personal and Team Benefits for Taking the Partnering Quotient Assessment

- Know your PQ – Partnering Intelligence
- Identifies the Six Partnering Attributes
- Assesses individual strengths and weaknesses
- Individual action plan for improvement
- Provides Team Profile
- Facilitates team discussion about partnerships
- Puts the model to work



Taking the Partnering Quotient Assessment

Instructions:

- **PQ Assessment is not a test** – there is no right or wrong answer
- **Rank Each Statement** – based on your interpretation of the statement
- **Pick a Context** – your PQ is situational. Think of an unsuccessful partnership and respond based on how you would most likely react in that situation



Taking the Partnering Quotient Assessment

Instructions:

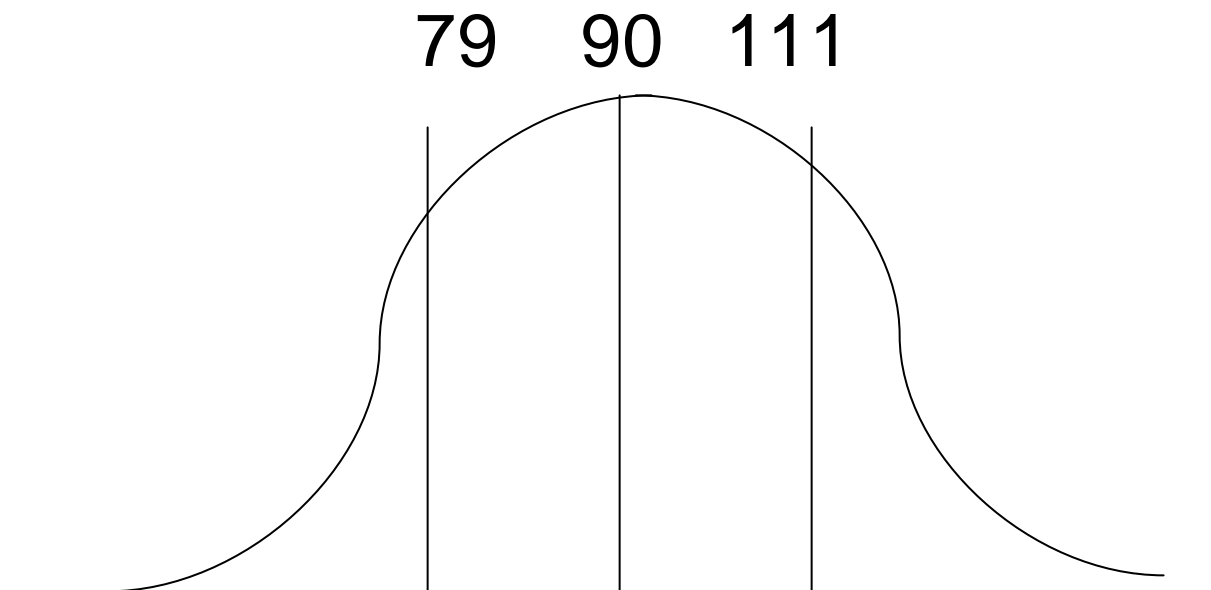
- **Do Not Contemplate a Statement Too Long** – go with your initial gut reaction.
- **Inventory Only For You** – you won't be asked to share your score with anyone, though we will ask you to show your profile anonymously.
- **Answer Honestly** – the more honest you respond, the more accurately the instrument will reflect your true PQ.



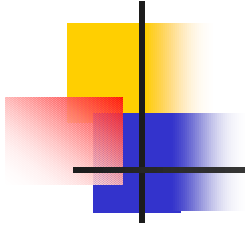
Scoring the PQ Assessment

- Complete the 30 statement survey
- Read the instructions following the last statement
- Turn to the back of the assessment and open the flap on the inside of the back cover
- Follow the instructions on the back page

What Does It Mean?

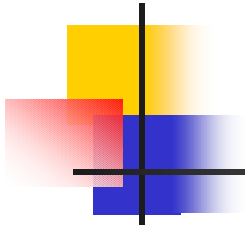


Based on a sample population



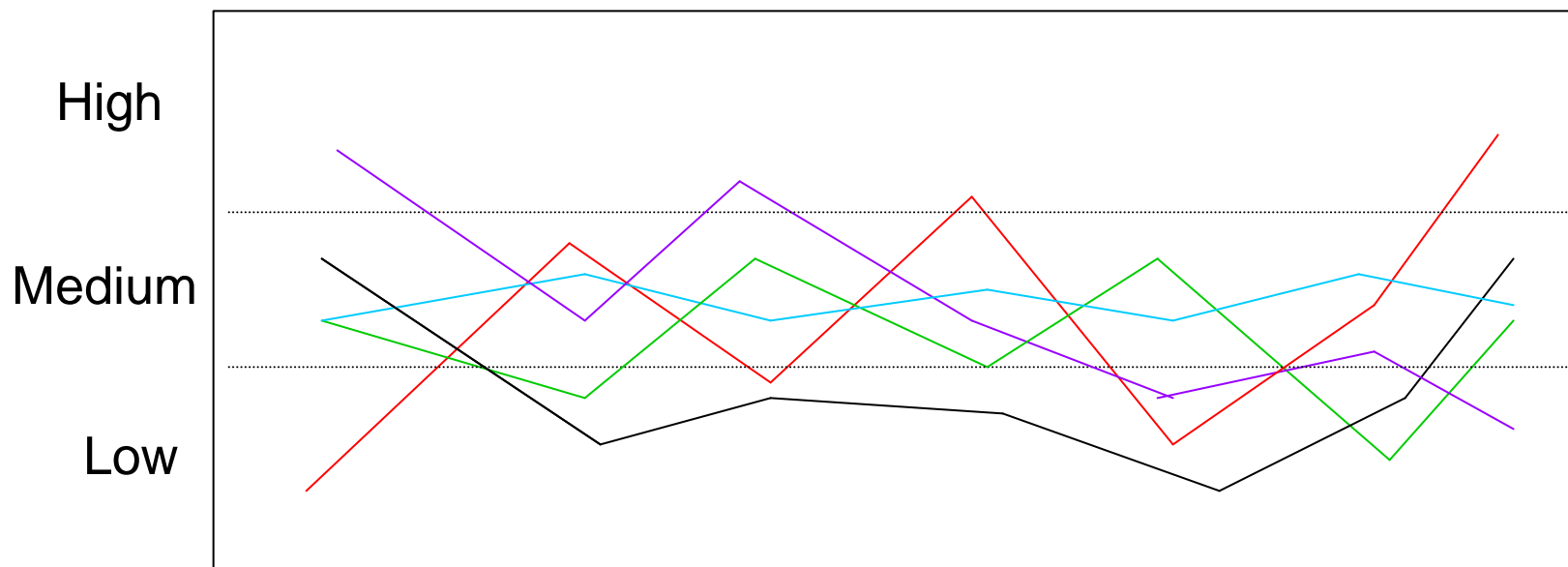
Debrief Questions

- Does Your PQ Seem to Fit Your Experience?
- What Fit For You? **Why?**
- What Didn't Fit For You? **Why?**
- What Did This Confirm For You?
- What Did You Learn About Yourself?



Interpreting the Profile

Partnering Intelligence Profile





Interpreting the Profile

Partnering Intelligence Profile

Measures frequency of use based on responses

High – Uses the Attribute Frequently

Medium – Uses the Attribute Average Amount

Low – Seldom Uses the Attribute



Interpreting the Profile

Things to Look For

Variation in the levels of use within a single attribute

Groupings of people in a low area

Trends in the pattern of the profile

Individuals with large variation within their profile

The typical side“s” shaped curve



Interpreting the Profile

- **Flat liners – Use all the attributes with equal frequency**
- **People with large variations in frequency may experience discomfort in low areas**
- **Teams with many members having one low area may want to work to improve the balance or bring in a new member with that skill**
- **Partnering Intelligence is a learned Intelligence and can be improved**



What questions do you have?

Thank You!

***Stephen M. Dent
&
David Beigie***

